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Chief, St/A/RR

29 September 1960

Ch/G/RR

Comments on Draft Regulation dated 26 September 1960 entitled
Language Development

- REFERENCES:
1. CIA Regulation 25-115
 2. DB/I Notice 25-115-1

1. Even though the referenced regulation and notice use the terms useful and potential usefulness in gauging the awardability for competence in a foreign language, it is recommended that more precise language be used in the proposed ORR Office Regulation. The terms referred to above are too loose and imprecise and consequently susceptible to a potentially wide range of interpretation or application. The use of terms such as significantly useful, significant value, or direct value, instead of those now appearing in the draft would be most desirable. The intent of the referenced items is to encourage language training, and to award for achievement and competence in those instances where the language competence will have some significant value to the Agency by enabling the employee, in positions where particular language competence is of significant value, to materially improve his performance. It is not aimed at creating a language competence pool as such. A tightening of the language in the draft regulation, as here suggested, can serve to prevent misunderstanding on the part of the personnel affected as to the relevance, and therefore awardability, of language competence that may be achieved or maintained to the job currently held or which may be held in the future.


2. In 2, a. of the draft Office Regulation training is encouraged for its value to present assignments. Would it not be advisable to encourage training for possible future assignments as such possible assignments are referred to in 2, a. and elsewhere?

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3. The draft Office Regulation does not contain any reference to guidance or counselling of employees who may wish to develop a language competence through their own resources, outside of Agency training programs, and without Agency support. Nor does it state the eligibility for awards for language competence, achieved and/or maintained by personnel who acquired such capability in this manner. It is suggested that responsibility for taking steps to secure guidance and to determine awardability should rest with the employee contemplating a program of this nature. It is recommended that a paragraph be added to the draft Office Regulation which would properly state Office policy in such instances.

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